



REPLY TO
ATTENTION OF

DEPARTMENT OF THE ARMY
HEADQUARTERS, DIVISION SUPPORT COMMAND
4TH INFANTRY DIVISION (MECHANIZED)
FORT HOOD, TEXAS 76544-5000

AFYB-SC-CDR

23 OCT 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Command Policy Memorandum # 3- Prevention Of Sexual Harassment (POSH)

1. References.

- a. Army Regulation 600-20.
- b. III Corps Command Policy, GI-99-04.
- c. 4ID Command Policy Memo.

2. Sexual Harassment is a form of gender discrimination that involves unwelcome sexual advances, requests for sexual favors, verbal comments, gestures, or physical contact of a sexual nature. Any person who directly or indirectly uses a supervisory or command position to influence or affect a soldier or his/her career with rewards or adversity is also engaging in sexual harassment if that reward or adversity are a result of submission to or rejection of sexual advances or sexually oriented behavior. Sexually oriented behavior may come in many forms, from unnecessarily long stares, catcalls and dirty jokes, to extreme flirtation and dating or developing an unprofessional relationship with a soldier under one's command or supervision.

3. No form of Sexual Harassment will be tolerated in the DISCOM. Such conduct interferes with individual and unit performance and results in an intimidating, hostile and offensive environment. Sexual harassment becomes possible when sexually oriented behavior is allowed to exist in a professional environment by the chain of command. Commanders and supervisors must ensure that their subordinates maintain their professionalism at all times.

4. Commanders will ensure that every soldier understands the definition of Sexual Harassment and Sexually Oriented Behavior. Company Commanders will periodically (at least every six months) hold sensing sessions with their soldiers to emphasize the seriousness of this topic and to gain feedback from soldiers to determine if a sexual harassment problem exists within their unit. Each commander will publish and post a written command policy letter on the prevention of sexual harassment.

5. For reporting procedures, Sexual Harassment falls under the Equal Opportunity complaint procedures. These procedures are covered in DISCOM Command Policy Memorandum #4 - Equal Opportunity complaint procedures and in AR 600-20.

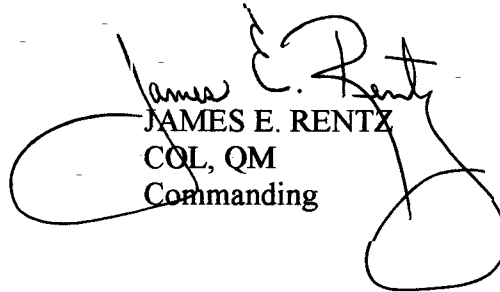
6. Sexual Harassment complaints and their resolution remain the responsibility of the chain of command. Commanders and staff will aggressively pursue resolution of all perceived injustices

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using company and battalion Equal Opportunity representatives and the DISCOM Equal Opportunity Office, as deemed appropriate.

7. **WRANGLERS!!**


JAMES E. RENTZ
COL, QM
Commanding

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